



An Active Learning Trust Academy

Neale-Wade Academy  
**Local Governing Board Agenda**  
 Wednesday 8 February 2023 at 5pm

*If for any reason you are unable to attend, please contact [ldearlove@neale-wade.org](mailto:ldearlove@neale-wade.org)*

<u>ITEM NO</u>	<u>ITEM</u>	<u>Actions</u>
1	<p><b><u>Welcome / Apologies</u></b></p> <p>All Governors present with Lucie attending via Teams.</p>	
2	<p><b><u>Declaration of Business / Pecuniary Interests &amp; Conflicts of Interest</u></b></p> <p>None declared.</p>	
3	<p><b><u>Chair's Action</u></b></p> <p>Request from a parent to become a parent governor. Lucetta asked Louise to organise information.</p>	Organise information for Parent Governor
4	<p><b><u>Membership of the Governing Board</u></b></p>	
5	<p><b><u>Minutes of the Last Meeting</u></b></p> <p>All Governors where happy with the minutes from the last meeting.</p> <p>EAL Statistics – Updated and correct</p> <p>Track changes on the Principals Report</p> <p>GH asked the Governors to think about the roles and responsibilities and how we should allocate them now we have new Governors. GH referred to the Template Governors Policy. He said that we can personalise it to our Local Governing Body. LC spoke about the Governor Visitor Form at the back and KN said it would be a good way to monitor progress. AD suggested using Microsoft Forms to keep everything in one place, especially when taking information home to write it up. GH suggested using a surface screen rather than taking it home. All agreed that this would be a good idea. LC asked LD if we could solely use Governor Hub as she thought the emails were easier to miss and having everything in one place would be better. LD agreed that we would use Governor Hub moving forward.</p>	
6	<p><b><u>Principal's Report</u></b></p> <p>GH said in terms of the SEF, he has met with the new CEO and other heads in the Trust. GH said they are doing a round of inspections. The Teaching and Learning Review will now change to the Trust Inspections.</p>	



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The Review will be held on the 21<sup>st</sup> and 22<sup>nd</sup> February. For this meeting we have been asked to submit the SEF.

**GT asked if the review would be regarding behaviour?**

GH replied that they will be looking at everything.

GH explained that LECA has recently moved to another trust, partly due to an inaccurate SEF. GH explained how the trust can give a termination notice if a school doesn't improve. GH said in light of this the CEO would like the inspections to go ahead.

**AD asked when are you due for and Ofsted Inspection?**

GH explained that the schools last inspection was in 2021 and received requires improvement. As the school prior to that received a good rating it could be anytime over the next few months. GH explained that the Trust would supply an evaluation before they leave on the second day so we will get an idea of how it went very quickly.

**AD asked how the Governors can support with this?**

GH said Helen Cassidy is organising the review and suspects that she would want to speak with the Governors.

**GT asked how staff were feeling?**

GH said SLT are feeling it. When talking to leaders, you have the good ones who are feeling it and then you get the others who feel that it is an inspection for SLT. A void of responsibility is an issue.

GT said it is good to have it.

AB said it is better the Trust doing it than Ofsted.

GH spoke about how the CEO is looking at how and where she can support schools.

JR explained that support hasn't always been consistent. He feels there is work to be done on streamlining this as staff here like to be told what to do and how to do it.



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**AB asked if SLT protect staff from conflict of interest around advice being given from the Trust? Does Trust feedback come via SLT rather than straight to teaching staff?**

JR Yes, when you are in an RI category and trying to reach a higher standard, conflict in advice slows progress.

**KN asked do you find you have to hold back from saying yes to advice if you feel it isn't right for your school?**

GH explained this is why the CEO wants to do the review so they can personalise help.

**AB said you must know what your priorities are as a school.**

GH explained when he initially started as Principal, he had a discussion with the Trust regarding building the school from scratch but decided to try and improve what he had. He said in his view teaching staff like the be told what to do but then actually don't. JR said that a lot of teaching staff here have started here as Learning Support Assistants or UQTs. Their experience of teaching has only been here, this is also the same for students. JR said when SLT perform learning walks, they would expect staff to put on a show. Some staff deliver, but not all. The question is why.

**GT asked do they know how to deliver.**

JR said some have lost confidence, requiring students to copy from the board etc but they are not always looking at what they are learning.

**LC asked what are UQTs like?**

JR replied varied.

GH said for NWA to move forward there is a need for staff to be optimistic.

**GT do you have enough support for those who need it?**

GH said he thinks after the inspection he will openly praise those who are good roll models and those who are professional and optimistic. He thinks maybe it needs spelling out to staff which isn't normally a route he would go down but feels here it is needed.



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	<p><b>AB asked if teaching levels are broken down by department? If a department is good, how can you model it and roll it out to others?</b></p> <p>GH explained that SLT are a large group. Middle leaders are not really where they should be. English as a collective is getting better. QA is dominated by JR, Mel Henman and Claire Howlett and should be the middle leaders, not them.</p> <p><b>GT asked if the plan was to develop middle leaders? She said having those conversations was hard. What does a middle leader cover?</b></p> <p>GH explained that there are 10 Heads of Faculty and then Heads of Year. JR explained that learning walks were primarily completed by SLT which needs to change.</p> <p><b>AB asked if staff were fearful that the school would be used as a guinea pig as we are the first school to have the Trust Review?</b></p> <p>GH said that we may be the first school to experience the challenging support from the Trust.</p> <p>AB said she thinks they have had the wrong people at the top and now the new CEO is in post she seems to be focusing on the right things. It could also be a springboard to communicating with staff that they need to improve.</p> <p>GH replied that it may help with centralised systems. At the next Governors meeting we can look at the review and think about how we can pick it apart.</p>	<p>Include the Trust Review information</p>
<p>7</p>	<p><b><u>Safeguarding</u></b></p> <p>NMO explained that safeguarding is improving. Lucetta has visited the school on several occasions and there is a Safeguarding Audit tomorrow.</p> <p>842 concerns so far this year.</p> <p><b>AB asked if the rise in concerns was due to staff getting better at reporting?</b></p> <p>NM said yes, staff are getting better at being proactive with this.</p>	



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	<p>NM spoke about the recent concern regarding young students being approached by man in vehicles. By getting information out to parents we are trying to be proactive. KN said it was also positive that the school have a police office visit each week. GT thought this would be a good item to put on the Facebook page. AB said this also initiates conversations between parents.</p>	
8	<p><b><u>Policies</u></b></p> <p>Governors happy with the Exam Policies</p>	<p>To ensure Policies for ratification are spread out across the year.</p>
9	<p><b><u>Governor Monitoring, Development and Training</u></b></p> <p>Nick said he will send out the safeguarding training for those who need it.</p> <p>GH said the Trust have asked us to look at governor roles and responsibilities. H said the governors have a good range of expertise and this is important to move the school forward.</p>	
10	<p><b><u>Trust Update</u></b></p> <p><b>KN asked if the Trust will deep dive into different areas?</b></p> <p>GH answered yes, they may do.</p> <p><b>KN asked if they will look at Careers?</b></p> <p>GH said that they haven't mentioned anything about looking at careers.</p> <p><b>KN asked if wellbeing will be on their agenda?</b></p> <p>GH replied that he would expect the Trust to look into wellbeing.</p> <p><b>GT asked if there will be staff questionnaires?</b></p> <p>GH yes we are sending one out this week.</p>	



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	<p>AD asked if discussions would take place with parents?          GH answered no, not as far as I know.</p> <p>KN stated she thought the report would be a good starting point especially for new governors. She said as a parent I think governors should speak about engagement and what we can do to improve it. AB said she was passionate about this.</p> <p>GH explained that social media is improving and newsletters will shortly go out to all year groups regularly. He said the website has been revamped and SLT have spoke about forums for parents. GH said that he felt Parental engagement was a good role for a governor.</p> <p><b>AB asked if parents engaged with the recent options evening.</b></p> <p>JR explained the stats which were 65% engagement with 35% not. JR said we need to unpick why they didn't attend.</p> <p><b>KN asked about the statistic from the celebration breakfast?</b></p> <p>GH said this was 70% engagement.</p> <p>GT asked if the school look at the demographics of those not attending. GH explained that it is looked at statistically.</p> <p><b>AB asked if sport events have a better parental engagement?</b></p> <p>NMO said he thinks we miss an opportunity with sports at NWA as there are some good players/teams. AB said she felt that parents would engage with that. GT felt that seeing staff in tracksuits rather than suits could make them more relatable. GH said that school trips have a great uptake. He said the school are currently offering a trip to New York and one to Spain.</p> <p>AB thought the communication from school is very formal and lengthy. LC added that it can also be quite negative. <b>GT explained that primary school staff call home regularly and wondered if that could be modelled here?</b> NM said this is done in Alternative Provision but its rolling it out across the school which would pose challenges.</p> <p>All governors would like to look at setting up a separate meeting to look at parental engagement.</p>	<p>Organise a meeting for Parental engagement</p>
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	<p><b><u>Any Other Business</u></b></p> <p><b>AB asked about uniform and if there were any plans to change it?</b>          GH explained that the feedback from parents was mixed. He said he doesn't think it is the right time at the moment to change the uniform given the current financial climate. Pride in uniform is an issue but it is generally ok.</p> <p>AD said he thinks governor meetings should be no longer than 2 hours. Governors felt this was something to look at.</p>	
	<p><b><u>Dates of Future Meetings</u></b></p> <ul style="list-style-type: none"> <li>• Wed 12<sup>th</sup> April 2023</li> <li>• Wed 5<sup>th</sup> July 2023</li> </ul>	Change LGB meeting